


Form 990  Department of the Treasury Internal Revenue Service	Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation) ▶ The organization may have to use a copy of this return to satisfy state reporting requirements	OMB No 1545-0047 2011 Open to Public Inspection
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A For the 2011 calendar year, or tax year beginning 01-01-2011 and ending 12-31-2011		
B Check if applicable <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization PENNSYLVANIA ASSOCIATION OF NONPROFIT ORGANIZATIONS Doing Business As Number and street (or P O box if mail is not delivered to street address) Room/suite 777 E PARK DRIVE NO 300 City or town, state or country, and ZIP + 4 HARRISBURG, PA 17111	D Employer identification number 22-2561834 E Telephone number (717) 236-8584 G Gross receipts \$ 621,913
	F Name and address of principal officer JOSEPH GEIGER 777 E PARK DRIVE HARRISBURG,PA 17111	H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) H(c) Group exemption number ▶
	I Tax-exempt status <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () ◀(insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	
	J Website: ▶ WWW.PANO.ORG	
	K Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶	
L Year of formation 1984		M State of legal domicile PA

K Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other <input type="checkbox"/>				L Year of formation 1984		M State of legal domicile PA		
Part I		Summary						
Activities & Governance	1 Briefly describe the organization's mission or most significant activities SEE SCHEDULE O FOR A FULL MISSION STATEMENT							
	2 Check this box <input checked="" type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets							
	3 Number of voting members of the governing body (Part VI, line 1a)				3	17		
	4 Number of independent voting members of the governing body (Part VI, line 1b)				4	17		
	5 Total number of individuals employed in calendar year 2011 (Part V, line 2a)				5	7		
	6 Total number of volunteers (estimate if necessary)				6	0		
7a Total unrelated business revenue from Part VIII, column (C), line 12				7a	12,457			
b Net unrelated business taxable income from Form 990-T, line 34				7b	1,511			
Revenue	8 Contributions and grants (Part VIII, line 1h)				Prior Year		Current Year	
	9 Program service revenue (Part VIII, line 2g)				65,276		66,033	
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)				528,881		553,678	
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)				46		57	
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)				3,345		-1,775	
					597,548		617,993	
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)				0		3,000	
	14 Benefits paid to or for members (Part IX, column (A), line 4)				0		0	
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)				370,337		367,398	
	16a Professional fundraising fees (Part IX, column (A), line 11e)				0		0	
	b Total fundraising expenses (Part IX, column (D), line 25) <input checked="" type="checkbox"/> 17,360							
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)				224,387		240,216	
	18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)				594,724		610,614	
	19 Revenue less expenses Subtract line 18 from line 12				2,824		7,379	
Net Assets or Fund Balances					Beginning of Current Year		End of Year	
	20 Total assets (Part X, line 16)				46,220		50,460	
	21 Total liabilities (Part X, line 26)				9,650		6,511	
	22 Net assets or fund balances Subtract line 21 from line 20				36,570		43,949	

Part II Signature Block				
Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.				
Sign Here	***** Signature of officer		2012-05-02 Date	
	JOSEPH GEIGER EXECUTIVE DIRECTOR Type or print name and title			
Paid Preparer's Use Only	Preparer's signature ▶ EDWARD E WAGONER	Date	Check if self-employed ▶ <input type="checkbox"/>	Preparer's taxpayer identification number (see instructions) P00737212
	Firm's name (or yours if self-employed), address, and ZIP + 4 ▶	SELIGMAN FRIEDMAN & COMPANY PC 1027 MUMMA ROAD WORMLEYSBURG, PA 17043		EIN ▶ 23-2708607
				Phone no ▶ (717) 761-0211
May the IRS discuss this return with the preparer shown above? (see instructions) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				

Part III

Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III

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1

Briefly describe the organization's mission

PENNSYLVANIA ASSOCIATION OF NONPROFIT ORGANIZATIONS (PANO) LEADS PENNSYLVANIA'S COMMUNITY BENEFIT SECTOR TO ACHIEVE ITS FULLEST POTENTIAL

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes ☒ No

If "Yes," describe these new services on Schedule O

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

4

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a

(Code) (Expenses \$ 141,759 including grants of \$) (Revenue \$ 92,461)

THE STANDARDS FOR EXCELLENCE PROGRAM IS AN ETHICS AND ACCOUNTABILITY PROGRAM THAT BUILDS CAPACITY FOR 501 (C) 3 ORGANIZATIONS IN PA. PANO IS LICENSED WITH THE NATIONAL STANDARDS FOR EXCELLENCE INSTITUTE TO OFFER THE PROGRAM, ITS TRAINING, EDUCATIONAL RESOURCES AND CERTIFICATION PROCESS IN PA. IN 2011, PANO PROVIDED A TOTAL OF 55 STANDARDS RELATED PROGRAMS TO 745 ATTENDEES REPRESENTING APPROXIMATELY 471 ORGANIZATIONS. WE DISTRIBUTED OVER 2,600 EDUCATIONAL RESOURCE PACKETS AND NEARLY 2,000 STANDARDS FOR EXCELLENCE CODE BOOKS. FOUR ORGANIZATIONS ACHIEVED THEIR CERTIFICATION UNDER THE STANDARDS FOR EXCELLENCE PROGRAM BY SUCCESSFULLY MOVING THROUGH THE EXTENSIVE SELF STUDY APPLICATION PROCESS AND THREE-PHASE REVIEW. THREE ORGANIZATIONS ACHIEVED THEIR FIRST RECERTIFICATION (THREE YEARS AFTER INITIAL CERTIFICATION AND FIVE YEARS AFTER FIRST RECERTIFICATION). IN MAY 2011, PANO PUBLISHED THE STANDARDS FOR EXCELLENCE IMPACT EVALUATION REPORT. UTILIZING A BALANCED SCORE CARD APPROACH, THE RESEARCH YIELDED THE POSITIVE IMPACT OF CERTIFICATION IN THE AREAS OF BOARD GOVERNANCE, INFRASTRUCTURE SYSTEMS, CONFIDENCE WITHIN ORGANIZATIONS AND BETTER UNDERSTANDING OF ACCOUNTABILITY REGULATIONS AND PROCEDURES. THE REPORT CITED NEEDED IMPROVEMENTS IN RECOGNITION OF WHAT THE STANDARDS FOR EXCELLENCE INDICATES TO FUNDERS AND THE PUBLIC IN GENERAL. IN JUNE 2011, PANO LAUNCHED THE "TIERED APPROACH TO IMPLEMENTING STANDARDS". THIS APPROACH ALLOWS ORGANIZATIONS TO UTILIZE THE METHODOLOGY OF THE STANDARDS CERTIFICATION PROCESS IN A MORE ACCESSIBLE MANNER. "TIER ONE" INCORPORATES A REVIEW OF ALL REGULATORY AND LEGAL COMPONENTS OF OPERATIONS AND PROVIDES A STAFF REVIEW OF THOSE MATERIALS. THIS APPROACH ALLOWS ORGANIZATIONS THAT DO NOT HAVE THE RESOURCES TO COMPLETE THE FULL CERTIFICATION PROGRAM TO ENSURE THAT BASIC AND ESSENTIAL COMPONENTS ARE IN PLACE. IN 2011, THE FIRST TWO ORGANIZATIONS RECEIVED APPROVAL UNDER THE TIER ONE PROCESS. AS FOCUS ON NONPROFIT ACCOUNTABILITY GROWS, PANO IS COMMITTED TO ALLOWING ORGANIZATIONS AN EFFICIENT AND EFFECTIVE WAY TO ENSURE OPERATIONS ARE IN COMPLIANCE AND MODEL BEST PRACTICES TO ACHIEVE MISSION. ALL INFORMATION (INCLUDING ITEMS LISTED ABOVE) ON THE STANDARDS FOR EXCELLENCE PROGRAM CAN BE FOUND AT [HTTP://WWW.PANO.ORG/STANDARDS-FOR-EXCELLENCE](http://www.pano.org/standards-for-excellence)

4b

(Code) (Expenses \$ 141,511 including grants of \$) (Revenue \$ 59,951)

PANO'S ANNUAL CONFERENCE WAS THE MAJOR EVENT OF THE YEAR, DRAWING NEARLY 200 ATTENDEES FROM ACROSS PENNSYLVANIA. THE CONFERENCE ADDRESSED TRENDS IN THE NONPROFIT SECTOR AND OFFERED TRAINING THAT WOULD PUT ORGANIZATIONS IN A POSITION OF STRENGTH THROUGH THE COLLABORATION AND SUPPORT OF OUR PARTNERS AND SPONSORS. PANO MADE A WEALTH OF GENERAL TRAINING OPPORTUNITIES AVAILABLE, HOLDING NEARLY 60 WEB-BASED AND IN-PERSON TRAININGS ACROSS THE STATE. IN-PERSON TRAININGS FOCUSED ON ACCOUNTING AND BUDGETING, DEVELOPMENT PLANNING, LOBBYING AND ADVOCACY, GRANT WRITING, AND CORPORATE SPONSORSHIP. TO MAKE TRAINING MORE ACCESSIBLE THROUGHOUT THE STATE, NUMEROUS WEBINARS WERE HELD AND SEVERAL WEBINAR SERIES WERE OFFERED THAT SPECIFICALLY ADDRESSED FUNDRAISING TECHNIQUES, BOARD MANAGEMENT, AND EMAIL FUNDRAISING.

4c

(Code) (Expenses \$ 135,473 including grants of \$) (Revenue \$ 212,610)

MEMBERSHIP PROGRAMS - PANO HAS A DIVERSE MEMBERSHIP OF COMMUNITY BENEFIT ORGANIZATIONS ACROSS PENNSYLVANIA. OUR MEMBERS REPRESENT A WIDE RANGE OF CAUSES, FROM HUMAN SERVICES TO THE ARTS, HISTORICAL SOCIETIES, ENVIRONMENTAL AGENCIES, ANIMAL SHELTERS, HEALTH, SAFETY AND RESCUE AGENCIES, LITERACY, FAITH-BASED AND HOUSING AGENCIES, FOOD BANKS, AND MORE. THESE ARE ORGANIZATIONS WITH A HUGE SPREAD OF BUDGET SIZES AND AT DIFFERENT STAGES OF LIFE CYCLE. MEMBERS BENEFIT FROM THE PUBLIC POLICY WORK, AFFINITY PRODUCTS AND EXPERTISE THAT RESIDES AT PANO. IN SHORT, PANO'S MEMBERS REFLECT A MINIATURIZED SCALE OF WHO THE COMMUNITY BENEFIT SECTOR REPRESENTS. WE ARE PROUD OF THE BLEND AND SCOPE OF WORK THAT OUR MEMBERS BRING TO EVERY COMMUNITY IN PENNSYLVANIA, RESULTING IN IMPROVED QUALITY OF LIFE. PANO'S PROGRAM AND EXPERTISE OFFERS A WIDE ARRAY OF TECHNICAL TOPICS IN DIFFERENT PRESENTATION MODALITIES FROM A STATEWIDE CONFERENCE TO HALF-DAY SEMINARS TO WEBINARS. HUNDREDS OF COMMUNITY BENEFIT STAFF AND VOLUNTEERS IMPROVED THEIR KNOWLEDGE AND SKILLS IN WAYS THAT BETTER PROTECTED THEIR COMMUNITIES IN THE WAY OF SERVICES AND OPERATIONS. WHETHER IT IS A LESSON ON BOOKKEEPING, FUNDRAISING, HOW TO USE TECHNOLOGY OR CREATING STRONGER VOLUNTEER BOARDS, PANO HAS EARNED RESPECT AND FAVOR. PANO COORDINATES WITH NUMEROUS MANAGEMENT SERVICE ORGANIZATIONS ACROSS THE STATE WITH DIALOGUE OF CURRENT CHALLENGES AND SOLUTIONS. PANO'S GOAL IS TO BE WITHIN ONE PHONE CALL OF ANYTHING A COMMUNITY BENEFIT ORGANIZATION NEEDS TO BETTER SERVE PUBLIC POLICY. PANO UNIQUELY MONITORS AND ACTS ON LEGISLATION THAT GLOBALLY AFFECTS COMMUNITY BENEFIT ORGANIZATIONS. WE MONITOR LEGISLATION THAT COMES UNDER THE HEADING OF TAX-EXEMPT STATUS, UNFAIR COMPETITION, CHARITABLE GIVING LEGISLATION, AND HOW COMMUNITY BENEFIT ORGANIZATIONS ARE GOVERNED. FOR THE FIRST TIME IN PANO'S HISTORY, WE TOOK AN INTEREST IN THE STATE BUDGET AND ITS IMPACT ON ORGANIZATIONS RELATIVE TO DELAYED PAYMENTS FOR CONTRACT SERVICES, THE NEED FOR ACQUIRING LINES OF CREDIT, THE QUALITY OF STATE CONTRACTS, AND MORE. PANO'S GLOBAL PERSPECTIVE PROTECTS THE SECTOR DIFFERENTLY THAN ANY OTHER CHARITY BECAUSE WE ARE NOT FOCUSED ON CAUSES ADDRESSED BY OUR MEMBERS. ALL CHARITIES IN PENNSYLVANIA DIRECTLY OR INDIRECTLY BENEFIT FROM OUR WORK. PANO IS PROUD TO BE A CATALYST FOR THE FIRST NONPROFIT CAUCUS IN THE COUNTRY. MAJORITY AND MINORITY LEADERS IN EACH CAUCUS STEP UP TO UNDERSTAND LEGISLATION THAT ADDRESS COMMUNITY BENEFIT ISSUES. THE LEADERS HARNESS THE INFORMATION AND AVAILABILITY OF COMMUNITY BENEFIT EXPERTS IN A WAY THAT IS VALUABLE TO THEIR CAUCUSES. THEY WORK THROUGH PANO TO IDENTIFY EXPERTS IN THE COMMUNITY BENEFIT SECTOR TO DISCUSS INTENTIONS AND UNINTENDED CONSEQUENCES OF BILLS BEFORE THEY ARE RUN. WE THANK THE LEGISLATORS THAT HAVE STEPPED UP TO TAKE A RESPONSIBLE STANCE ON FAIR PLAY WHERE COMMUNITY BENEFIT ORGANIZATIONS ARE CONCERNED.

(Code) (Expenses \$ including grants of \$) (Revenue \$)

3. PUBLIC POLICY. PANO SERVES AS A LEGISLATIVE GUARDIAN FOR COMMUNITY BENEFIT ORGANIZATIONS IN PENNSYLVANIA. OUR FILTERS DRIVE US TO NOT COMPETE WITH OTHER STATE ORGANIZATIONS. WE PRIMARILY ADDRESS LEGISLATIVE ISSUES THAT IMPACT OUR UNIVERSE GLOBALLY, SUCH AS TAX-EXEMPT STATUS, CHARITABLE GIVING LEGISLATION, HOW WE ARE GOVERNED, ETC. WE ALSO MAINTAIN A RELATIONSHIP WITH THE STATE LEGISLATURE THROUGH A NONPROFIT CAUCUS MADE UP OF A MAJORITY AND MINORITY LEADER IN THE HOUSE OF REPRESENTATIVES AND A MAJORITY AND MINORITY LEADER IN THE SENATE. WE ARE AVAILABLE TO THEM ON ANY ISSUE THAT IMPACTS COMMUNITY BENEFIT ORGANIZATIONS. IF THE ISSUE IS BEYOND OUR FILTER, WE REFER TO THEM CREDIBLE PEOPLE WITHIN THE SECTOR TO BETTER UNDERSTAND THE CHALLENGES AND BE AWARE OF THE UNINTENDED CONSEQUENCES THAT HAPPEN IN LEGISLATION.

4d

Other program services (Describe in Schedule O)


















(Expenses \$ including grants of \$) (Revenue \$)

4e

Total program service expenses \$ 418,743

Part IV

Checklist of Required Schedules

		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A.</i> 	1	Yes
2	Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? 	2	Yes
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I.</i> 	3	No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II.</i> 	4	Yes
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III.</i>	5	
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I.</i> 	6	No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? <i>If "Yes," complete Schedule D, Part II.</i> 	7	No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III.</i> 	8	No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV.</i> 	9	Yes
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V.</i> 	10	No
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI.</i> 	11a	Yes
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII.</i> 	11b	No
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII.</i> 	11c	No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX.</i> 	11d	Yes
e	Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X.</i> 	11e	Yes
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X.</i> 	11f	No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII.</i> 	12a	Yes
b	Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional.</i> 	12b	No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E.</i>	13	No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Part I.</i>	14b	No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the U S ? <i>If "Yes," complete Schedule F, Part II and IV.</i>	15	No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the U S ? <i>If "Yes," complete Schedule F, Part III and IV.</i>	16	No
17	Did the organization report a total of more than \$15,000, of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i>	17	No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II.</i>	18	No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III.</i>	19	No
20a	Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H.</i>	20a	No
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? Note. All Form 990 filers that operated one or more hospitals must attach audited financial statements.	20b	

Part IV

Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to line 25</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a	Yes	
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	34		No
35a	Is any related organization a controlled entity of the filing organization within the meaning of section 512(b)(13)?	35a		No
b	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

<div>Part V</div> <div>Statements Regarding Other IRS Filings and Tax Compliance</div> <div>Check if Schedule O contains a response to any question in this Part V</div>							
				Yes	No		
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable. .			1a	0		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.			1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c			
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements filed for the calendar year ending with or within the year covered by this return. .			2a	7		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).			2b			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?			3a		Yes	
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.			3b		Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account or securities account)?			4a			No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.						
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a			No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b			No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5c			
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?			6a			No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b			
7 Organizations that may receive deductible contributions under section 170(c).							
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?			7a			No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c			No
d	If "Yes," indicate the number of Forms 8282 filed during the year.			7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e			No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f			No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h			
8 Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?				8			
9 Sponsoring organizations maintaining donor advised funds.							
a	Did the organization make any taxable distributions under section 4966?			9a			
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b			
10 Section 501(c)(7) organizations. Enter							
a	Initiation fees and capital contributions included on Part VIII, line 12.			10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.			10b			
11 Section 501(c)(12) organizations. Enter							
a	Gross income from members or shareholders.			11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).			11b			
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?				12a			
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.			12b			
13 Section 501(c)(29) qualified nonprofit health insurance issuers.							
a	Is the organization licensed to issue qualified health plans in more than one state? Note. All 501(c)(29) organizations must list in Schedule O each state in which they are licensed to issue qualified health plans, the amount of reserves required by each state, and the amount of reserves the organization allocated to each state.			13a			
b	Enter the aggregate amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.			13b			
c	Enter the aggregate amount of reserves on hand.			13c			
14a Did the organization receive any payments for indoor tanning services during the tax year?				14a			No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.			14b			

Part VI

Governance, Management, and Disclosure

For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.
Check if Schedule O contains a response to any question in this Part VI

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	17	
b	Enter the number of voting members included in line 1a, above, who are independent	1b	17	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	Yes	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	Yes	
6	Did the organization have members or stockholders?	6	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

Section B. Policies

(This Section B requests information about policies not required by the Internal Revenue Code.)

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review the Form 990			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes," to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed	PA
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. <input checked="" type="checkbox"/> Own website <input checked="" type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request	
19	Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table.	
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization.	TRACY MAY 777 EAST PARK DR SUITE 300 HARRISBURG, PA 17111 (717) 236-8584

Part VII

Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response to any question in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization nor any related organizations compensated any current or former officer, director, or trustee

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JANICE ANDERSON ESQ BOARD MEMBER	1.00	X						0	0	0
(2) JOHN C. STILLWAGGON CPA BOARD MEMBER	1.00	X						0	0	0
(3) BETS MCMANUS BOARD MEMBER	1.00	X						0	0	0
(4) DONALD KRAMER BOARD MEMBER	1.00	X						0	0	0
(5) MICHAEL KUMER VICE PRESIDENT	1.00	X						0	0	0
(6) ANN H. MOFFITT ACFRE BOARD MEMBER	1.00	X						0	0	0
(7) CHARLES REYNOLDS BOARD MEMBER	1.00	X						0	0	0
(8) DAVE ZANIS BOARD MEMBER	1.00	X						0	0	0
(9) SUSAN GILMORE BOARD MEMBER	1.00	X						0	0	0
(10) ANNE GINGERICH MSW BOARD MEMBER	1.00	X						0	0	0
(11) GREG LINDEMUTH BOARD MEMBER	1.00	X						0	0	0
(12) JEANNE TROY BOARD MEMBER	1.00	X						0	0	0
(13) ROBERT WOOLER BOARD MEMBER	1.00	X						0	0	0
(14) SAM BRESSI BOARD MEMBER	1.00	X						0	0	0
(15) DOUGLAS L. BERMAN CPA PRESIDENT	1.00			X				0	0	0
(16) MIKE CHEREWKA ESQ SECRETARY	1.00			X				0	0	0
(17) LISA RITTER CPA CFE TREASURER	1.00			X				0	0	0

Part VII

1b	Sub-Total	▼			
c	Total from continuation sheets to Part VII, Section A	▼			
d	Total (add lines 1b and 1c)	▼	109,130	0	0

2 Total number of individuals (including but not limited to those listed in Item 1) who received more than \$100,000 of reportable compensation from the organization. 1

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ►0

Part VIII

Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . . .	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c	4,295			
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	61,738			
	g	Noncash contributions included in lines 1a-1f \$ _____					
	h	Total. Add lines 1a-1f		66,033			
Program Service Revenue	2a	MEMBER DUES	Business Code 900099	212,610	212,610		
	b	ENDORSEMENT FEES	900099	176,199			176,199
	c	CONFERENCE & TRAINING	900099	73,418	73,418		
	d	OTHER PROGRAM INCOME	900099	56,800	56,800		
	e	CONTRACT FEES	900099	22,194	22,194		
	f	All other program service revenue		12,457		12,457	
	g	Total. Add lines 2a-2f		553,678			
	Other Revenue	3	Investment income (including dividends, interest and other similar amounts)		57		
4		Income from investment of tax-exempt bond proceeds . .					
5		Royalties					
6a		Gross rents	(i) Real (ii) Personal				
b		Less rental expenses					
c		Rental income or (loss)					
d		Net rental income or (loss)					
7a		Gross amount from sales of assets other than inventory	(i) Securities (ii) Other				
b		Less cost or other basis and sales expenses					
c		Gain or (loss)					
d		Net gain or (loss)					
8a		Gross income from fundraising events (not including \$ 4,295 of contributions reported on line 1c) See Part IV, line 18	a 2,145				
b		Less direct expenses	b 3,920				
c		Net income or (loss) from fundraising events . .		-1,775			-1,775
9a		Gross income from gaming activities See Part IV, line 19	a				
b		Less direct expenses	b				
c		Net income or (loss) from gaming activities . .					
10a		Gross sales of inventory, less returns and allowances .	a				
b		Less cost of goods sold	b				
c		Net income or (loss) from sales of inventory . .					
Miscellaneous Revenue		Business Code					
11a							
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d						
12	Total revenue. See Instructions		617,993	365,022	12,457	174,481	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D)
Check if Schedule O contains a response to any question in this Part IX ☒

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the United States See Part IV, line 21				
2	Grants and other assistance to individuals in the United States See Part IV, line 22				
3	Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16	3,000	3,000		
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	109,130	84,871	20,036	4,223
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	211,732	151,270	52,916	7,546
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9	Other employee benefits	22,434	20,423	2,011	
10	Payroll taxes	24,102	17,607	5,624	871
11	Fees for services (non-employees)				
a	Management				
b	Legal				
c	Accounting				
d	Lobbying				
e	Professional fundraising See Part IV, line 17				
f	Investment management fees				
g	Other	37,714	754	36,960	
12	Advertising and promotion	1,113	1,083	30	
13	Office expenses				
14	Information technology				
15	Royalties				
16	Occupancy	57,137	29,520	23,705	3,912
17	Travel	8,884	7,484	1,302	98
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest	1,204		1,204	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	3,193	2,475	718	
23	Insurance				
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)				
a	ANNUAL REPORT & MEETING	20,090	16,440	3,650	
b	STANDARDS FOR EXCELLENC	18,943	18,943		
c	HUB GROUPS	16,916	16,916		
d	DUES & SUBSCRIPTIONS	13,890	12,690	1,171	29
e					
f	All other expenses	61,132	35,267	25,184	681
25	Total functional expenses. Add lines 1 through 24f	610,614	418,743	174,511	17,360
26	Joint costs. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X

Balance Sheet

					(A)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing			0	1	
	2	Savings and temporary cash investments			30,552	2	37,764
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net			3,359	4	542
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L				5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L				6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges				9	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	48,852			
	b	Less: accumulated depreciation	10b	44,285	4,640	10c	4,567
	11	Investments—publicly traded securities				11	
	12	Investments—other securities. See Part IV, line 11				12	
	13	Investments—program-related. See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			7,669	15	7,587
16	Total assets. Add lines 1 through 15 (must equal line 34)			46,220	16	50,460	
Liabilities	17	Accounts payable and accrued expenses				17	
	18	Grants payable				18	
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			9,650	21	4,720
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D			0	25	1,791
	26	Total liabilities. Add lines 17 through 25			9,650	26	6,511
	Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.					
27		Unrestricted net assets			32,070	27	29,104
28		Temporarily restricted net assets			4,500	28	14,845
29		Permanently restricted net assets				29	
Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.							
30		Capital stock or trust principal, or current funds				30	
31		Paid-in or capital surplus, or land, building or equipment fund				31	
32		Retained earnings, endowment, accumulated income, or other funds				32	
33		Total net assets or fund balances			36,570	33	43,949
34		Total liabilities and net assets/fund balances			46,220	34	50,460

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	617,993
2	Total expenses (must equal Part IX, column (A), line 25)	2	610,614
3	Revenue less expenses Subtract line 2 from line 1	3	7,379
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	36,570
5	Other changes in net assets or fund balances (explain in Schedule O)	5	0
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	43,949

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII ☒

		Yes	No
1	Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input type="checkbox"/> Accrual <input checked="" type="checkbox"/> Other Modified cash If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		No
b	Were the organization's financial statements audited by an independent accountant?	Yes	
c	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	Yes	
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separated basis		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2011

Open to Public
Inspection

Name of the organization PENNSYLVANIA ASSOCIATION OF NONPROFIT ORGANIZATIONS	Employer identification number 22-2561834
---	--

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

- 1

☐

A church, convention of churches, or association of churches **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☐

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9

☒

An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)
- 10

☐

An organization organized and operated exclusively to test for public safety See**section 509(a)(4).**
- 11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Other

e

☐

By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f

☐

If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box

g

☐

Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i)

a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?

(ii)

a family member of a person described in (i) above?

(iii)

a 35% controlled entity of a person described in (i) or (ii) above?

h

☐

Provide the following information about the supported organization(s)

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support?
			Yes	No	Yes	No	Yes	No	
Total									

Part II

Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support						
Calendar year	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public Support. Subtract line 5 from line 4						

Section B. Total Support						
Calendar year	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income (Explain in Part IV) Do not include gain or loss from the sale of capital assets						
11 Total support (Add lines 7 through 10)						
12 Gross receipts from related activities, etc (See instructions)					12	
13 First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage						
14 Public Support Percentage for 2011 (line 6 column (f) divided by line 11 column (f))		14				
15 Public Support Percentage for 2010 Schedule A, Part II, line 14		15				
16a 33 1/3% support test—2011. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization						
b 33 1/3% support test—2010. If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization						
17a 10%-facts-and-circumstances test—2011. If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization						
b 10%-facts-and-circumstances test—2010. If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization						
18 Private Foundation If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions						

Part IIISupport Schedule for Organizations Described in IRC 509(a)(2)

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support						
Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	212,995	247,945	249,803	261,805	280,788	1,253,336
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	218,581	185,794	234,409	197,401	164,869	1,001,054
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	431,576	433,739	484,212	459,206	445,657	2,254,390
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0
c Add lines 7a and 7b						0
8 Public Support (Subtract line 7c from line 6.)						2,254,390

Section B. Total Support						
Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
9 Amounts from line 6	431,576	433,739	484,212	459,206	445,657	2,254,390
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	135,323	150,887	128,388	140,807	176,256	731,661
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	135,323	150,887	128,388	140,807	176,256	731,661
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support (Add lines 9, 10c, 11 and 12.)	566,899	584,626	612,600	600,013	621,913	2,986,051
14 First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here	<input type="checkbox"/>					

Section C. Computation of Public Support Percentage			
15 Public Support Percentage for 2011 (line 8 column (f) divided by line 13 column (f))	15	75.500 %	
16 Public support percentage from 2010 Schedule A, Part III, line 15	16	76.380 %	

Section D. Computation of Investment Income Percentage			
17	Investment income percentage for 2011 (line 10c column (f) divided by line 13 column (f))	17	24.500 %
18	Investment income percentage from 2010 Schedule A, Part III, line 17	18	23.620 %
19a	33 1/3% support tests—2011. If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b	33 1/3% support tests—2010. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization		<input type="checkbox"/>
20	Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions		<input type="checkbox"/>

Part IV **Supplemental Information.** Supplemental Information. Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Explanation

Additional Data

Software ID:
Software Version:
EIN: 22-2561834
Name: PENNSYLVANIA ASSOCIATION OF NONPROFIT ORGANIZATIONS

Form 990, Special Condition Description:

Special Condition Description

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

4d. Other program services
(Code) (Expenses \$ including grants of \$) (Revenue \$) 3 PUBLIC POLICY PANO SERVES AS A LEGISLATIVE GUARDIAN FOR COMMUNITY BENEFIT ORGANIZATIONS IN PENNSYLVANIA OUR FILTERS DRIVE US TO NOT COMPETE WITH OTHER STATE ORGANIZATIONS WE PRIMARILY ADDRESS LEGISLATIVE ISSUES THAT IMPACT OUR UNIVERSE GLOBALLY, SUCH AS TAX EXEMPT STATUS, CHARITABLE GIVING LEGISLATION, HOW WE ARE GOVERNED, ETC WE ALSO MAINTAIN A RELATIONSHIP WITH THE STATE LEGISLATURE THROUGH A NONPROFIT CAUCUS MADE UP OF A MAJORITY AND MINORITY LEADER IN THE HOUSE OF REPRESENTATIVES AND A MAJORITY AND MINORITY LEADER IN THE SENATE WE ARE AVAILABLE TO THEM ON ANY ISSUE THAT IMPACTS COMMUNITY BENEFIT ORGANIZATIONS IF THE ISSUE IS BEYOND OUR FILTER, WE REFER TO THEM CREDIBLE PEOPLE WITHIN THE SECTOR TO BETTER UNDERSTAND THE CHALLENGES AND BE AWARE OF THE UNINTENDED CONSEQUENCES THAT HAPPEN IN LEGISLATION

SCHEDULE C

(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶ **Complete if the organization is described below.**

▶ **Attach to Form 990 or Form 990-EZ.** ▶ **See separate instructions.**

OMB No 1545-0047

2011

Open to Public
Inspection

If the organization answered “Yes,” to Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

If the organization answered “Yes,” to Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered “Yes,” to Form 990, Part IV, Line 5 (Proxy Tax) or Form 990-EZ, line 35c (Proxy Tax), then

- Section 501(c)(4), (5), or (6) organizations Complete Part III

Name of the organization PENNSYLVANIA ASSOCIATION OF NONPROFIT ORGANIZATIONS	Employer identification number 22-2561834
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Part I-A

Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1
- Provide a description of the organization's direct and indirect political campaign activities on behalf of or in opposition to candidates for public office in Part IV
- 2
- Political expenditures
- ▶
- \$
- 3
- Volunteer hours

Part I-B

Complete if the organization is exempt under section 501(c)(3).

- 1
- Enter the amount of any excise tax incurred by the organization under section 4955
- ▶
- \$
- 2
- Enter the amount of any excise tax incurred by organization managers under section 4955
- ▶
- \$
- 3
- If the organization incurred a section 4955 tax, did it file Form 4720 for this year?
- ☐ Yes
- ☐ No
- 4a
- Was a correction made?
- ☐ Yes
- ☐ No
- b
- If "Yes," describe in Part IV

Part I-C

Complete if the organization is exempt under section 501(c) except section 501(c)(3).

- 1
- Enter the amount directly expended by the filing organization for section 527 exempt function activities
- ▶
- \$
- 2
- Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt funtion activities
- ▶
- \$
- 3
- Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b
- ▶
- \$
- 4
- Did the filing organization file **Form 1120-POL** for this year?
- ☐ Yes
- ☐ No
- 5
- Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-

Part II-A

Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A

Check

☐

if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)
- B

Check

☐

if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing Organization's Totals	(b) Affiliated Group Totals												
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)	5,000													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	2,500													
c	Total lobbying expenditures (add lines 1a and 1b)	7,500													
d	Other exempt purpose expenditures	607,034													
e	Total exempt purpose expenditures (add lines 1c and 1d)	614,534													
f	Lobbying nontaxable amount Enter the amount from the following table in both columns	117,180													
<table><tr><td>If the amount on line 1e, column (a) or (b) is:</td><td>The lobbying nontaxable amount is:</td></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
g	Grassroots nontaxable amount (enter 25% of line 1f)	29,295													
h	Subtract line 1g from line 1a If zero or less, enter -0-	0													
i	Subtract line 1f from line 1c If zero or less, enter -0-	0													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No													

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) Total
2a Lobbying non-taxable amount	115,769	116,527	114,209	117,180	463,685
b Lobbying ceiling amount (150% of line 2a, column(e))					695,528
c Total lobbying expenditures	49,268	60,000	13,000	7,500	129,768
d Grassroots non-taxable amount	28,942	29,132	28,552	29,295	115,921
e Grassroots ceiling amount (150% of line 2d, column (e))					173,882
f Grassroots lobbying expenditures		12,000	3,000	5,000	20,000

Part II-B

Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

		(a)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities? If "Yes," describe in Part IV			
j	Total lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A

Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2		
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?	3		

Part III-B

Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part III-A, line 3 is answered "Yes".

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) non-deductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	2a	
a	Current year		
b	Carryover from last year		
c	Total		
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV

Supplemental Information

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1i. Also, complete this part for any additional information.

Identifier	Return Reference	Explanation
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SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2011

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b
▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization PENNSYLVANIA ASSOCIATION OF NONPROFIT ORGANIZATIONS	Employer identification number 22-2561834
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Part I

Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate contributions to (during year)	
3	Aggregate grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>	

Part II

Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1

Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or pleasure)☐ Preservation of an historically importantly land area☐ Protection of natural habitat☐ Preservation of a certified historic structure☐ Preservation of open space

2

Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶ _____

4

Number of states where property subject to conservation easement is located ▶ _____

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6

Staff and volunteer hours devoted to monitoring, inspecting and enforcing conservation easements during the year ▶ _____

7

Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ _____

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a

If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b

If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i)

Revenues included in Form 990, Part VIII, line 1

▶ \$ _____

(ii)

Assets included in Form 990, Part X

▶ \$ _____

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a

Revenues included in Form 990, Part VIII, line 1

▶ \$ _____

b

Assets included in Form 990, Part X

▶ \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization’s accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

- ☐ Public exhibition

☐ Loan or exchange programs
- ☐ Scholarly research

☐ Other
- ☐ Preservation for future generations

4 Provide a description of the organization’s collections and explain how they further the organization’s exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization’s collection? ☐ **Yes** ☐ **No**

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ **Yes** ☒ **No**

b If "Yes," explain the arrangement in Part XIV and complete the following table

	Amount
1c Beginning balance	9,429
1d Additions during the year	500
1e Distributions during the year	5,209
1f Ending balance	4,720

2a Did the organization include an amount on Form 990, Part X, line 21? ☒ **Yes** ☐ **No**

b If "Yes," explain the arrangement in Part XIV

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a)Current Year	(b)Prior Year	(c)Two Years Back	(d)Three Years Back	(e)Four Years Back
1a Beginning of year balance					
b Contributions					
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the year end balance held as

- ☐ Board designated or quasi-endowment ▶
- ☐ Permanent endowment ▶
- ☐ Term endowment ▶

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

	Yes	No
(i) unrelated organizations	3a(i)	
(ii) related organizations	3a(ii)	
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b	

4 Describe in Part XIV the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b)Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		48,852	44,285	4,567
e Other				
Total. Add lines 1a-1e <i>(Column (d) should equal Form 990, Part X, column (B), line 10(c).)</i> ▶				4,567

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements			
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	617,993
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	610,614
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	7,379
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	7,379

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return			
1	Total revenue, gains, and other support per audited financial statements	1	621,913
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	3,920
e	Add lines 2a through 2d	2e	3,920
3	Subtract line 2e from line 1	3	617,993
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	617,993

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return			
1	Total expenses and losses per audited financial statements	1	614,534
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV)	2d	3,920
e	Add lines 2a through 2d	2e	3,920
3	Subtract line 2e from line 1	3	610,614
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	610,614

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

Identifier	Return Reference	Explanation
	PART IV, LINE 2B	PANO AND PHOENIXVILLE COMMUNITY HEALTH FOUNDATION ENJOY A VALUED PARTNERSHIP TO DELIVER PROFESSIONAL DEVELOPMENT PROGRAMS IN THE COMMUNITY OF PHOENIXVILLE. AS PART OF THIS PROCESS, PANO HELPED DESIGN A LEADERSHIP ACADEMY AND PROVIDES LEADERSHIP AND FACILITATION TO THE ACADEMY. UNSPENT FUNDS ARE HELD IN ESCROW.
	PART IV, LINE 2B	THE ADDITION TO THE CURRENT YEAR ESCROW BALANCE REPRESENTS RENT FOR JANUARY PREPAID BY SUBLESSEE, BEING HELD IN ESCROW UNTIL THE JANUARY RENT IS DUE.
PART XII, LINE 2D - OTHER ADJUSTMENTS		FUNDRAISING EXPENSES NETTED IN REVENUE 3,920
PART XIII, LINE 2D - OTHER ADJUSTMENTS		FUNDRAISING EXPENSES NETTED IN REVENUE 3,920

Schedule L
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions with Interested Persons

▶ Complete if the organization answered
"Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c,
or Form 990-EZ, Part V lines 38a or 40b.
▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization PENNSYLVANIA ASSOCIATION OF NONPROFIT ORGANIZATIONS	Employer identification number 22-2561834
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Part I Excess Benefit Transactions (section 501(c)(3) and section 501 (c)(4) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

1	(a) Name of disqualified person	(b) Description of transaction	(c) Corrected?	
			Yes	No

2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958 ▶ \$ _____

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization ▶ \$ _____

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a

(a) Name of interested person and purpose	(b) Loan to or from the organization?		(c)Original principal amount	(d)Balance due	(e) In default?		(f) Approved by board or committee?		(g)Written agreement?	
	To	From			Yes	No	Yes	No	Yes	No
Total ▶ \$ _____										

Part III Grants or Assistance Benefitting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b)Relationship between interested person and the organization	(c)Amount of grant or type of assistance

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) JOSEPH GEIGER EXECUTIVE DIRECTOR	ALSO SERVES AS CHAIR OF FIRST NONPROFIT INSURANCE COMPANY		JOSEPH GEIGER SERVES AS CHAIRMAN OF THE BOARD OF DIRECTORS OF THE FIRST NONPROFIT INSURANCE COMPANY, AND IS THE PAST PRESIDENT OF THE UNEMPLOYMENT BENEFITS BOARD FIRST NONPROFIT INSURANCE COMPANY OFFERS INSURANCE SERVICES TO PANO MEMBERS PANO RECEIVES ROYALTIES FROM THIS INSURANCE COMPANY IN 2011, ROYALTIES PAID TO PANO AMOUNTED TO \$172,228 THE ASSOCIATION OUTSOURCES ITS BOOKKEEPING SERVICES TO HUMAN SERVICES COMPANY, WHICH IS A WHOLLY OWNED SUBSIDIARY OF FIRST NONPROFIT COMPANIES PANO PAID \$15,344 IN 2011 FOR THESE SERVICES		No

Part V Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule L (see instructions)

Identifier	Return Reference	Explanation
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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

**Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.**
▶ Attach to Form 990 or 990-EZ.

OMB No 1545-0047

2011

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Inspection**

Name of the organization PENNSYLVANIA ASSOCIATION OF NONPROFIT ORGANIZATIONS	Employer identification number 22-2561834
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Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION A, LINE 4	BY-LAWS WERE AMENDED IN THE CURRENT YEAR TO CHANGE THE DATE OF ELECTION OF OFFICERS FROM A FISCAL TO A CALENDAR YEAR, AND TO PROVIDE FOR THE REMOVAL OF A BOARD MEMBER BY MAJORITY VOTE OF THE GOVERNING BOARD

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION A, LINE 5	THE ORGANIZATION'S PAYROLL SERVICING COMPANY FAILED TO REMIT THE ASSOCIATIONS TAX FUNDS TO THE INTERNAL REVENUE SERVICE FOR THE ASSOCIATION AND ITS EMPLOYEES THE PAYROLL SERVICING COMPANY HAS FILED BANKRUPTCY AND THE ASSOCIATION HAS RE-PAID THE REQUIRED TAXES TO THE INTERNAL REVENUE SERVICE, AT AN APPROXIMATE COST TO THE ASSOCIATION OF \$8,100 THIS DEFAULT BY THE PAYROLL SERVICING COMPANY AFFECTED NOT ONLY THE ASSOCIATION BUT OTHER ORGANIZATIONS THAT WERE USING THIS SERVICE AS WELL

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION A, LINE 6	MEMBERS INCLUDE NON-PROFIT ORGANIZATIONS, BUSINESSES, AND INDIVIDUALS

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION A, LINE 7A	BOARD MEMBERS ARE ELECTED BY THE ORGANIZATION'S MEMBERS

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 11	A DRAFT COPY OF THE FORM 990 IS PROVIDED TO THE FINANCE COMMITTEE TO REVIEW AND APPROVE BEFORE IT IS FILED

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 12C	PANO HAS A FORMAL WRITTEN CONFLICT OF INTEREST POLICY THAT REQUIRES EACH MEMBER AND STAFF TO DISCLOSE ANY SITUATIONS OR PERCEPTIONS OF CONFLICT ANNUALLY THESE ARE GATHERED AND REVIEWED BY THE BOARD AND MAINTAINED BY THE ASSOCIATION

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15	THE EXECUTIVE COMMITTEE SERVES AS THE PERSONNEL COMMITTEE FOR PANO THROUGH THE FILTER OF THE PERSONNEL FUNCTION, THE COMMITTEE REFERS TO COMPENSATION COMPARISON STUDIES TO DETERMINE MARKET VALUE OF COMPENSATION AND BENEFITS FOR KEY STAFF BASED ON PERFORMANCE REVIEWS, JOB DESCRIPTION, DECISION MAKING, KNOW HOW AND RESPONSIBILITY, THE EXECUTIVE COMMITTEE APPROVES THE COMPENSATION AND BENEFITS AND REPORTS THE ACTION TO THE ENTIRE BOARD THE EXECUTIVE COMMITTEE CONFERES WITH STUDIES, HUMAN RESOURCE CONSULTANTS, AND LAWYERS TO DETERMINE THE ADVISABILITY OF DECISIONS MADE IN THIS REGARD PANO CONDUCTED A COMPENSATION COMPARISON STUDY OF ITS OWN IN 2010

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	THE ASSOCIATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST THE IRS 990 AND THE ANNUAL REPORT ARE ALSO AVAILABLE ON OUR WEBSITE (WWW.PANO.ORG) THE TAX RETURN CAN ALSO BE VIEWED AT GUIDESTAR.ORG

Identifier	Return Reference	Explanation
ALL OTHER FUNCTIONAL EXPENSES	FORM 990, PART X, LINE 24F	EQUIPMENT RENTAL & MAINTENANCE PROGRAM SERVICE EXPENSES 9,785 MANAGEMENT AND GENERAL EXPENSES 1,468 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 11,253 TELEPHONE PROGRAM SERVICE EXPENSES 5,048 MANAGEMENT AND GENERAL EXPENSES 4,913 FUNDRAISING EXPENSES 52 TOTAL EXPENSES 10,013 NEWSLETTER & WEBSITE PROGRAM SERVICE EXPENSES 9,116 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 9,116 UNREIMBURSED LOSS PROGRAM SERVICE EXPENSES 0 MANAGEMENT AND GENERAL EXPENSES 8,000 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 8,000 LIABILITY INSURANCE PROGRAM SERVICE EXPENSES 0 MANAGEMENT AND GENERAL EXPENSES 6,918 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 6,918 POSTAGE & SHIPPING PROGRAM SERVICE EXPENSES 4,176 MANAGEMENT AND GENERAL EXPENSES 802 FUNDRAISING EXPENSES 299 TOTAL EXPENSES 5,277 SUPPLIES PROGRAM SERVICE EXPENSES 2,414 MANAGEMENT AND GENERAL EXPENSES 2,068 FUNDRAISING EXPENSES 8 TOTAL EXPENSES 4,490 MISCELLANEOUS PROGRAM SERVICE EXPENSES 1,588 MANAGEMENT AND GENERAL EXPENSES 796 FUNDRAISING EXPENSES 282 TOTAL EXPENSES 2,666 PUBLICATIONS PROGRAM SERVICE EXPENSES 1,315 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 1,315 PRINTING & REPRODUCTION PROGRAM SERVICE EXPENSES 1,205 MANAGEMENT AND GENERAL EXPENSES 0 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 1,205 STAFF TRAINING PROGRAM SERVICE EXPENSES 620 MANAGEMENT AND GENERAL EXPENSES 219 FUNDRAISING EXPENSES 40 TOTAL EXPENSES 879

Identifier	Return Reference	Explanation
OTHER METHOD OF ACCOUNTING- -CASH BASIS	990 PART XII, LINE 1	THE FINANCIAL STATEMENTS OF THE ASSOCIATION HAVE BEEN PREPARED ON THE MODIFIED CASH BASIS OF ACCOUNTING, WHICH IS A COMPREHENSIVE BASIS OF ACCOUNTING OTHER THAN ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA THE ASSOCIATION RECORDS REVENUE WHEN RECEIVED RATHER THAN WHEN EARNED AND EXPENSES ARE RECORDED WHEN PAID RATHER THAN WHEN THE OBLIGATION IS INCURRED MODIFICATIONS TO THE CASH BASIS OF ACCOUNTING INCLUDE CAPITALIZING AND RECORDING DEPRECIATION ON OFFICE EQUIPMENT AND FURNISHINGS, RECEIVABLES FOR REIMBURSEMENT OF EXPENSES, AND PAYROLL WITHHOLDINGS AND ESCROWED FUNDS AS LIABILITIES